RESOLUTION NO.

2	WHEREAS, Austin seeks to be a family-friendly community where diverse
3	families are able to fulfill their potential; and
4	WHEREAS, childcare and other caretaking costs can be one of the most
5	significant household expenses, impacting economic opportunity and affordability
6	for Austin families; and
7	WHEREAS, the federal Family and Medical Leave Act (FMLA) provides a
8	framework for employees to take time away from their job in order to care for
9	family members, but does not ensure pay for that time; and
10	WHEREAS, the City's current paid parental leave policy for employees in a
11	regularly budgeted position who qualify for FMLA may receive up to 240 hours of
12	paid leave (prorated based on budgeted workweek) for the birth and care of a child
13	or placement of a child for adoption or foster care during the FMLA period; and
14	WHEREAS, both sworn and non-sworn employees, including part-time
15	employees, are eligible for this benefit; however, temporary employees are
16	currently excluded from this policy; and
17	WHEREAS, according to the 2008 Families and Children Taskforce
18	Report, "for Austin to succeed in attracting and retaining families, the City will
19	have to make this goal a central focus of its planning efforts and develop specific
20	procedures to ensure that the interests of families with children are considered in
21	every major planning decision;" and
22	WHEREAS, family-friendly policies can help employees build safe, stable,
23	and nurturing environments for young children, and help employees care for sick
24	or elderly members of their family; and

25	WHI	EREAS, the Austin area is experiencing low unemployment and all		
26	employers face significant competition to recruit and retain talent, including			
27	individuals with diverse family caretaker responsibilities; and			
28	WHI	EREAS, the City Council sets economic opportunity and affordability		
29	as a top pric	ority in Austin Strategic Direction 2023; NOW, THEREFORE,		
30	BE IT RES	SOLVED BY THE CITY COUNCIL OF THE CITY OF AUSTIN:		
31	The City Manager is directed to provide Council with a study that:			
32	1)	Assesses a phased approach implementing paid parental leave at 8		
33		weeks by 2023, 10 weeks by 2024, and 12 weeks by 2025 to increase		
34		paid parental leave for non-sworn employees, including part-time		
35		employees, from 6 weeks to 12 weeks and provides cost estimates		
36		associated with each phased approach, including an analysis of		
37		projected savings, such as savings accrued from increased retention		
38		and reduced turnover;		
39	2)	Evaluates amendments to our current eligibility criteria to allow an		
40		employee to access paid parental leave after working for the City for		
41		after 6 months;		
42	3)	Guarantees employees up to 12 weeks of paid parental leave		
43		regardless of their sexual orientation, gender identity, marital status,		
44		or whether multiple family members are employed by the City, which		
45		mirrors the protections afforded to sworn and non-sworn employees		
46		under the City's 6-week paid parental leave policy;		
47	4)	Maintains the City's current policy, which makes paid parental leave		
48		available to employees who become parents because of the birth,		

49		adoption, or foster placement of a child, without regard to the parents'	
50		marital status, gender identity, or sexual orientation, or whether both	
51		parents are City employees;	
52	5)	Maintains an employee's ability to apply their used paid parental	
53		leave to the 30-day threshold that is required prior to an employee's	
54		ability to access short-term disability; and	
55	6)	Maintains other components of the City's existing paid parental leave	
56		policy, including the ability to access paid leave prior to the birth or	
57		placement of the child in order to allow for time for prenatal	
58		appointments, court proceedings, or home visitations.	
59	9 BE IT FURTHER RESOLVED:		
60	The City Manager is directed to provide the City Council with an update on		
61	this Resolution within 90 days of approval of this Resolution.		
62			
63	ADOPTED):	
64		Myrna Rios	
65		City Clerk	